

Public Safety, Civil Rights & Health – August 22, 2012

Supporting Equity in Employment in Minneapolis and the Region



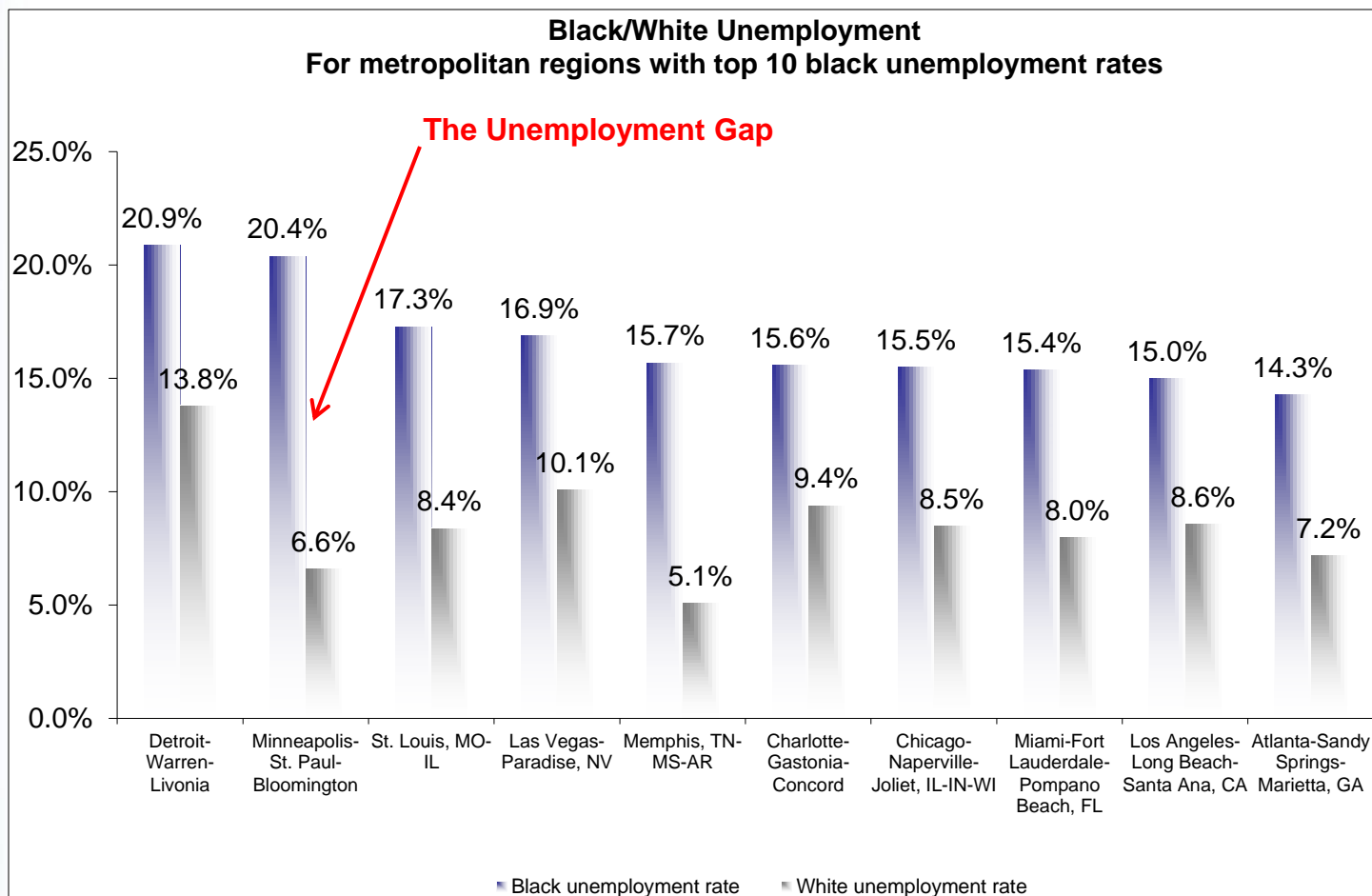


Brief History

- May 2008 – Health, Energy and Environment Committee passed *Reducing Racial Disparities in Employment in Minneapolis* resolution
- June 2010 – *Uneven Pain* report by Algernon Austin ranks the Twin Cities #1 in the nation in employment gap between whites and blacks
- September 2011 – *Everybody In* report by the Blue Ribbon Commission on Reducing Racial Employment Disparities lays out strategies and action steps the region needs to take to reduce the gap.
- October 2011 – *One Minneapolis* report is published by the Wilder Foundation and the Minneapolis Foundation highlighting gaps between whites and non-whites in many different economic and social indicators



2010 Employment Gap

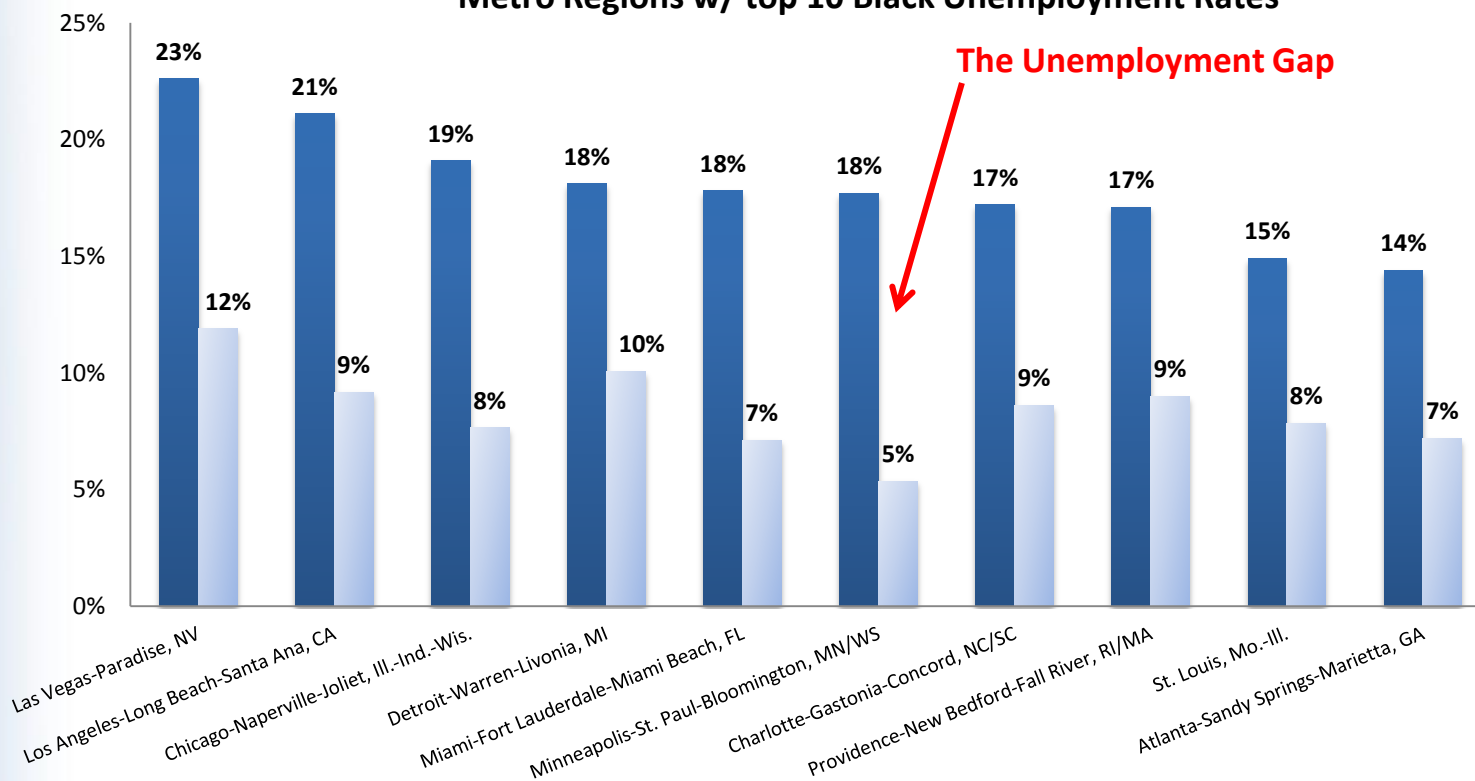


Source: Economic Policy Institute, June 2010



2011 Employment Gap

2011 Black/White Unemployment
Metro Regions w/ top 10 Black Unemployment Rates



Source: Economic Policy Institute, July 2012

■ Black ■ White

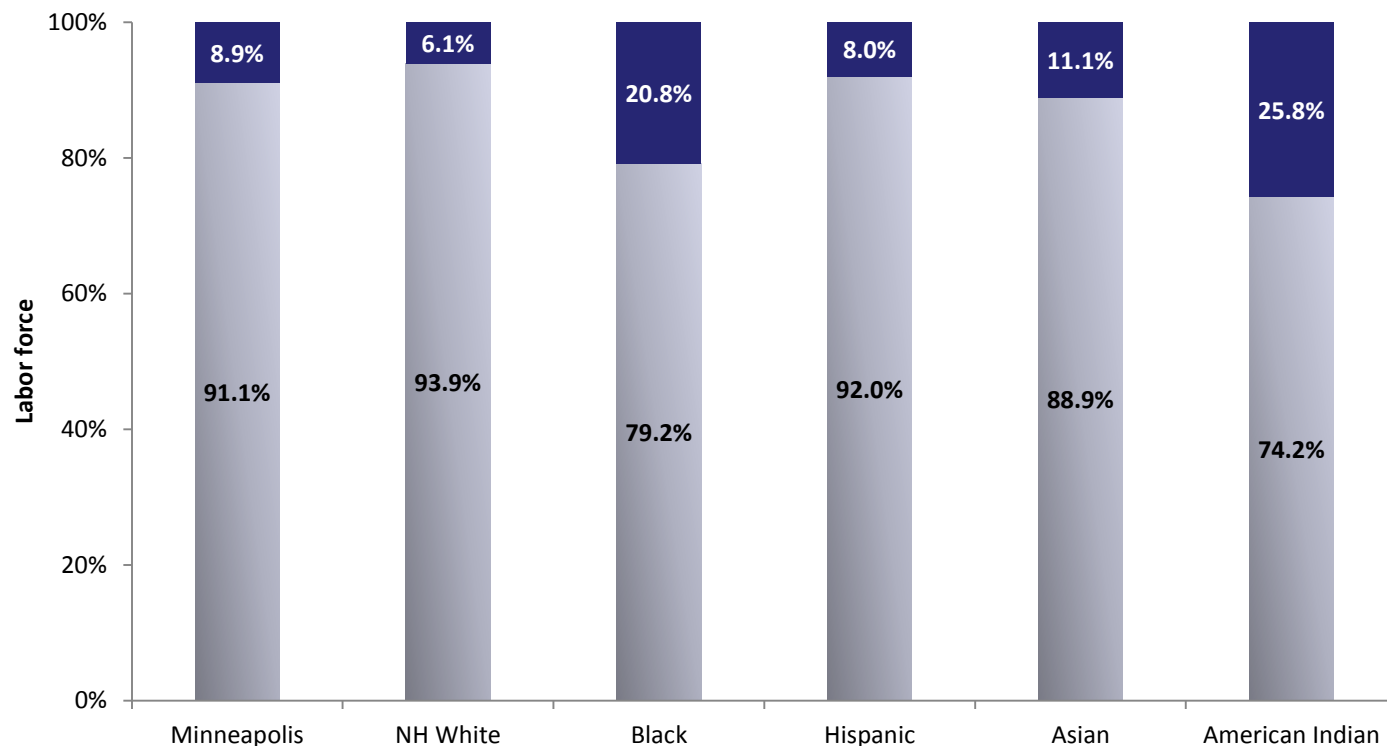


Minneapolis: Employment and Unemployment by Race and Hispanic Origin

(Population 16 years+)

Source: ACS 2006-2010 averages
CPED-Research, March 2012

■ Employed ■ Unemployed



Unemployed	20,177	9,714	6,611	1,433	1,159	708
Employed	207,045	150,145	25,140	16,499	9,254	2,041



Equity Assessment Tool Kit

- **What are they?** *A systematic examination of how different racial and ethnic groups will likely be affected by a proposed action or decision.*
- **Why are they needed?** *Equity Assessment Tool Kits are used to reduce, eliminate and prevent racial discrimination and inequities.*
- **When should it be used?** *The assessments are best conducted during the decision-making process, prior to enacting new proposals.*
- **Where are they in use?** *The use of these tool kits in the U.S. is relatively new and still somewhat limited, but new interest and initiatives are on the rise. The United Kingdom has been using them with success for nearly a decade.*



Regional Collaboration: Everybody In

Blue Ribbon Commission

The Workforce Investment Board (WIB), with the support of the City of Saint Paul and Ramsey County, convened the 20- member Blue Ribbon Commission (BRC) on Racial Employment Disparities to serve from February through August 2011.

Support and align regional economic development efforts and identify and recommend strategies to reduce racial employment disparities in Minneapolis/St. Paul region over the next five years:
2011/12 – 2015/16



Everybody In: Issue Areas and Strategies

Timeline: 2011/12 – 2015/16

Issue Area 1: Policy, Outreach and Collaboration

1. Public Awareness
2. Collaboration
3. Policy Changes

Issue Area 2: Education and Work Preparation

4. Transparency
5. Postsecondary Attainment and Training

Issue Area 3: Racial, Ethnic and Cultural Businesses

6. Business and Entrepreneurial Opportunities